



December 7, 2017

The Burlington School District and the Burlington paraeducator union met with a mediator for nearly 7 hours today but were unable to reach an agreement. Wages and health insurance were the only areas of significant discussion and disagreement. The following chart reflects the last position of each party.

| | BSD Position | BEA Position |
|------------------|--|--|
| Wages | FY18: 2% FY19: 2% | FY18: 4% FY19: 4% |
| Health Insurance | Single: Employee pays 10% of premium 2 Person: Employee pays 52% of premium Family: Employee pays 58% of premium | Single: Employee pays 7% of premium 2 Person: Employee pays 45% of premium Family: Employee pays 45% of premium |
| HRA | District pays 100% of out of pocket costs after employee pays: Single: \$400 2 Person: \$800 Family: \$1,200 | FY18: District pays 100% of out-of-pocket costs. FY19: Single: Employee pays \$200, then District pays \$2,100, then employee pays \$200. 2 Person: Employee pays \$400, then District pays \$4,200, then employee pays \$400. |

Settlements in the Burlington School District have generally resulted in wage increases in the 2% to 2.5% range, with health insurance contributions in the 19% to 20% range and out-of-pocket costs along the lines of BSD's position above.

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